



Carollo Engineers  
Equal Employment Opportunity Policy Statement

It is the policy of Carollo Engineers, Inc. (including Subsidiaries) to comply with all applicable federal, state and local laws governing nondiscrimination in employment and to ensure equal opportunity in all terms, conditions, and benefits of employment or potential employment. Carollo Engineers, Inc prohibits discrimination and harassment against any employee or applicant for employment because of race, color, creed, gender, religion, marital status, age, national origin, or ancestry, medical condition including genetic characteristics, sexual orientation, gender identity, parental and/or caregiver status, domestic partner status, status as a protected veterans and individuals with disabilities at all levels of employment, including the executive level. In addition, Carollo Engineers, Inc. has established an EEO Compliance Program under Section 503 of the Rehabilitation Act of 1973 ("Section 503") and the Vietnam Era Veteran's Readjustment Assistance Act of 1974 ("VEVRAA"). Decisions related to personnel policies and practices shall be made based on an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. Carollo Engineers, Inc. will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other Federal, State or local law requiring equal opportunity for disabled persons;
3. Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other Federal, State or local law requiring equal opportunity for disabled persons; or
4. Exercising any other right protected by VEVRAA or section 503 or their implementing regulations.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless race, color, creed, gender, religion, marital status, age, national origin, or ancestry, medical condition including genetic characteristics, sexual orientation, gender identity, parental and/or caregiver status, domestic partner status, status as a protected veterans and individuals with disabilities.

Carollo Engineers, Inc will also continually design and implement audit and reporting systems that will allow for effective measurement of its equal employment opportunity activities. Carollo Engineers, Inc will identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in company-sponsored activities were extended to all employees and applicants. If you have any questions regarding our equal employment opportunity, harassment policies, or the complaint procedure, you may contact Human Resources.

Carollo Engineers, Inc Chief Executive Officer reaffirms support for the EEO policy and EEO Compliance Program and delegates overall responsibility for the implementation of the equal opportunity activities under this program to the Human Resources Manager.